HOW DO DISRUPTIVE TRENDS PLAY A ROLE IN HIGHER EDUCATION, AND HOW DO THEY IMPACT THE LIVES OF STUDENTS AND THE ECONOMY OF BHARAT?

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ABSTRACT

According to Harvard professor and business expert Clay Christensen (Christensen & Eyring, 2011), the higher education sector is next in line for significant disruption, a drastic change that develops a new way of doing business, brought on by technological and societal shifts. The film industry, for example, has been permanently disrupted by streaming video services like Netflix and Hulu; the music industry by digital music services like Spotify, iTunes, and Pandora; the transportation industry by on-demand car passenger services like Uber and Lyft; and so on. Traditional methods of higher education are being challenged, and as a result, students, teachers, and alums are experiencing shifts in their daily routines. In order to grow and remain financially stable, universities of all sizes and types are quickly adopting the technologies that are essential to doing so. The purpose of this article is to assess the "disruptive" trends now influencing higher education and impacting student lives and nation's economy.

KEYWORDS: Disruptive innovation, Academics, Higher education, Leadership

Advances in the Academic World

Education has been considered a public good for over two hundred years, but this long-held cultural belief is currently under scrutiny (Pucciarelli & Kaplan, 2016). Rises in part-time as well as non-tenured adjunct faculty; the age of employed faculty; the adoption of technological devices as an educational platform; detrimental tuition fee hikes; demand from consumers for return on investment; and shifts in student demographics and learning styles have all contributed to a period of increased instability in higher education (Buskirk-Cohen, Duncan, & Levicoff, 2016). As a result of these factors, administrators are reevaluating how classes are taught in an effort to cut costs and meet the unique educational requirements of today's millennial generation while also satisfying market demand for their products. For-profit online courses and courses tailored to specific technical occupations are challenging traditional approaches to higher education. These systems can rapidly respond to consumer demand by entering new markets and adjusting existing corporate strategies (Craig, 2017). Traditional school administrators must adapt quickly to shifting conditions, create innovative revenue streams, and be willing to eliminate less popular courses. Some of the more conventional professors, who view learning as a social benefit, are very worried by these developments. However, present-day successful programmes may be jeopardised if the need for rethought educational techniques is ignored.

College education

Many university administrators feel hampered in their efforts to recruit young, more affordable faculty who are better suited to developing educational approaches and the learning peculiarities of younger students because of the disproportionate number of older professors already on staff. Leaders in higher education increasingly replace tenure-track and tenured faculty with individuals holding multi-year contracts because they perceive seniority as an expensive, hazardous investment. The need to hire adjunct professors is likely to increase as a result of budgetary constraints caused by cuts to higher education (Ehrenberg, 2012; Selingo, 2016). There is a generation gap among faculty and staff when it comes to perspectives on job fulfilment, morale, and involvement. Workload equity is a priority for Baby Boomers (born 1946–1964); work-life balance, fair workload, higher salaries, and advancement are priorities for Generation X (1965–1980) and Millennials (1981–1997) (Pewresearch.org; Tourangeau, Wong, Saari, & Patterson, 2015). Generation X and Baby Boomers both advocate for a reasonable workload; however, there are no universally accepted benchmarks for what constitutes a "fair workload" in nursing programmes. Workload is affected by more than just the total number of students and the number of credit hours taught. Workload-related factors include, for instance, the amount of time needed to create an online course and the time needed to learn a new technology. Workload is also affected by the many different types of teaching that go into nursing education, including clinical supervision, clinical practise, simulated, online, and didactic training, and doctorate projects and dissertations. These shifting responsibilities in the classroom also drive up the expense of nursing school.

Contemporary and the upcoming students

Traditional college students, those between the ages of 18 and 24, currently make up less than twenty percent of the student body. Increasing numbers of students are taking on extra debt and part-time jobs. The typical student is older, has a family, and takes the train to class. The racial, cultural, socioeconomic, and scholastic backgrounds of today's students necessitate a more nuanced approach to teaching—what has been dubbed "personalised education" (Morreale & Staley, 2016; Selingo, 2016). Individualised learning plans, which can shorten or lengthen the time it takes to earn a degree, will be in high demand. Skills will take the place of classroom time. Fewer students are expected to pursue advanced degrees, and those who do will likely enrol in "certificate" programmes or "boot camps" to get the specialised knowledge that employers seek

(Morreale & Staley, 2016). Most of the student body can be classified as "Millennials." Millennials expect to see a return on their investment in higher education because they see it as an investment in their finances and a path to greater success (Morreale & Staley, 2016). Millennials have a lower threshold for learning that isn't immediately applicable to their careers. Young adults nowadays are better equipped to use technology, and they are able to learn and apply new knowledge quickly. The Millennial generation often clashes with the more traditional teaching styles of the Baby Boomer and Millennial generations of instructors.

Business models in academia
For decades, if not centuries, the state has subsidised public colleges as a public good. In light of dwindling state funding, higher education administrators must devise innovative strategies for generating revenue and holding themselves accountable to students. Leaders in the academic community are worried that the current trajectory of higher education will lead to the closure of many institutions (McMillen, 2016). Some people are pessimistic about this time period, but others see it as a chance to update educational practises that are 200–300 years old.

More and more "disrupters" from the for-profit sector are challenging the status quo of conventional public colleges. Many for-profit universities are legitimate, high-quality alternatives to public universities (Craig, 2017). For-profit institutions that consistently perform well and meet the needs of their students do so because they employ excellent business practises and are located in expanding marketplaces. Since they weren't established within the typical academic governance frameworks, these universities may quickly adapt their curricula to meet the changing demands of the marketplace. The for-profit sector, which combines strong business tactics with a focus on profitability, invests in technology to improve student learning through adaptable digital techniques, to support the professional growth of teachers, and to ensure that all students receive the same quality education (Ehrenberg, 2012). Using these methods, for-profit institutions can attract Generation Y students.

Disruptive trends in Higher Education
Several disruptive trends have been observed in higher education in recent years. Here are a few noteworthy ones:
1. Online Learning and MOOCs: Online learning has gained significant momentum, allowing students to access courses and degree programs remotely. Massive Open Online Courses (MOOCs) offered by prestigious institutions have become increasingly popular, providing affordable and flexible learning opportunities to a global audience.
2. Competency-Based Education: Competency-based education focuses on measuring students' mastery of specific skills or competencies rather than traditional credit hours. This approach allows for personalized learning pathways, faster completion times, and enhanced job market relevance.
3. Microcredentials and Digital Badges: Traditional degrees are no longer the sole measure of educational attainment. Microcredentials, such as digital badges or certificates, provide targeted recognition for specific skills or achievements. These microcredentials can be earned independently or as part of a larger degree program.
4. Personalized and Adaptive Learning: Technology-driven platforms are enabling personalized and adaptive learning experiences. Intelligent algorithms

analyze students' performance and provide tailored content and support, catering to individual needs and learning styles.
5. Open Educational Resources (OER): Open Educational Resources, such as textbooks, lecture materials, and educational tools, are freely available online. They offer cost-effective alternatives to traditional textbooks and promote collaboration and knowledge sharing among educators and students.
6. Alternative Credentialing and Skill-Based Hiring: Employers are increasingly valuing specific skills and competencies over formal degrees. As a result, alternative forms of credentialing, such as coding boot camps, industry certifications, and apprenticeships, are gaining recognition as viable pathways to employment.
7. Data Analytics and Learning Analytics: Educational institutions are leveraging data analytics and learning analytics to gain insights into student performance, engagement, and behavior. This data-driven approach helps institutions identify at-risk students, personalize interventions, and improve overall educational outcomes.
8. Lifelong Learning and Continuous Education: The concept of lifelong learning has gained prominence as the pace of technological and societal changes accelerates. Professionals are seeking continuous education opportunities to upskill or reskill throughout their careers, driving the demand for flexible and accessible learning options.

These trends reflect the evolving landscape of higher education, influenced by advancements in technology, shifting employer demands, and changing learner preferences. Institutions that adapt and embrace these disruptions are better positioned to meet the needs of a diverse student population in the digital age.

How Disruptive trends affecting student lives
Disruptive trends in higher education have a significant impact on students' lives in various ways:
1. Access and Affordability: Online learning and MOOCs provide greater accessibility to education, enabling students to pursue courses and degrees remotely. This flexibility eliminates geographical barriers and allows individuals who may not have had access to traditional education to engage in learning. Additionally, online programs often come at a lower cost compared to on-campus programs, making education more affordable for many students.
2. Flexibility and Convenience: Disruptive trends like online learning and competency-based education offer students the flexibility to learn at their own pace and according to their individual schedules. This convenience is particularly beneficial for non-traditional students, such as working professionals, parents, or individuals with other commitments, who can now balance their education with other responsibilities more effectively.
3. Personalized Learning: Technology-driven platforms and adaptive learning tools enable personalized learning experiences tailored to individual students' needs. By analyzing student data and performance, these systems can provide targeted content, resources, and feedback, enhancing the learning process and addressing specific learning gaps.
4. Expanded Learning Opportunities: Alternative credentialing options, such as coding boot camps,

apprenticeships, and microcredentials, offer students alternative pathways to gain skills and credentials beyond traditional degrees. These options can be more time-efficient and cost-effective, allowing individuals to enter the job market sooner or switch careers without committing to long-term degree programs.

5. Enhanced Collaboration and Networking: Disruptive trends often foster collaboration and networking opportunities among students. Online platforms, discussion forums, and virtual classrooms bring together learners from diverse backgrounds and geographies, facilitating peer-to-peer learning, knowledge sharing, and the formation of global networks.

6. Skill Relevance and Employability: The emphasis on competency-based education and skill-based hiring aligns educational offerings more closely with the needs of the job market. Students can acquire specific, job-relevant skills and credentials, enhancing their employability and ability to adapt to changing industry demands.

7. Continuous Learning and Lifelong Learning: The rise of lifelong learning encourages students to view education as an ongoing process rather than a one-time event. Students are increasingly aware of the need to continuously update their skills and knowledge to remain competitive in the job market and navigate the evolving landscape of their respective fields.

While these disruptive trends offer numerous benefits, they also present challenges. Students may need to adapt to different learning environments, develop self-discipline for online learning, navigate the vast array of educational options, and critically evaluate the credibility and quality of non-traditional programs. Institutions and educators play a crucial role in supporting students through these transitions and ensuring they can make the most of the disruptive trends shaping higher education.

Effect of Disruptive trends on Bharat's Economy
Disruptive trends in education can have a significant impact on Bharat's (India's) economy in several ways:

1. Workforce Development: Disruptive trends in education, such as online learning, competency-based education, and alternative credentialing, can contribute to the development of a skilled workforce. By offering flexible and accessible learning opportunities, these trends enable individuals to acquire specific skills that are in demand in the job market. A well-skilled workforce enhances productivity, competitiveness, and economic growth.

2. Entrepreneurship and Innovation: Disruptive trends in education foster an environment that encourages entrepreneurship and innovation. Accessible online learning platforms and resources provide aspiring entrepreneurs with the knowledge and tools to start and grow their businesses. This contributes to job creation, economic diversification, and the overall entrepreneurial ecosystem in Bharat.

3. Job Market Adaptability: The focus on skill-based hiring and alternative credentialing enables individuals to upskill or reskill quickly to adapt to changing job market demands. This flexibility in learning allows workers to remain employable and transition between industries or job roles more efficiently. As the economy evolves, a workforce equipped with relevant skills can support economic

resilience and adaptability.

4. Global Competitiveness: Disruptive trends in education can improve Bharat's global competitiveness by equipping its workforce with cutting-edge skills and knowledge. Online learning and educational resources enable individuals to access world-class education and stay updated with the latest developments in their respective fields. A skilled and globally competitive workforce attracts investments, boosts exports, and promotes economic growth.

5. Education as an Export: Bharat has the potential to leverage disruptive trends in education to become a global hub for educational services. Online learning platforms, MOOCs, and digital education resources can be exported to other countries, generating revenue and creating job opportunities within the education sector. This diversifies Bharat's economic base and reduces dependency on traditional sectors.

6. Digital Infrastructure Development: Disruptive trends in education require robust digital infrastructure, including high-speed internet connectivity and access to technology. Investments in digital infrastructure to support online learning and technology-enabled education contribute to overall digital development in Bharat. This infrastructure development, in turn, supports other sectors of the economy, such as e-commerce, digital services, and digital entrepreneurship.

7. Inclusive Education and Employment: Disruptive trends in education have the potential to bridge gaps in access and opportunity, particularly for underserved communities and rural areas. Online learning and alternative credentialing can reach remote areas where traditional educational infrastructure may be lacking. By providing equal access to quality education and skill development, these trends promote inclusivity and can help reduce economic disparities across the country.

It is important to note that the successful implementation and impact of these disruptive trends depend on factors such as digital literacy, equitable access to technology, and effective policies and regulations. To maximize the positive effects on the economy, policymakers, educational institutions, and industry stakeholders need to collaborate and address the challenges associated with disruptive trends in education.

CONCLUSION
In conclusion, disruptive trends in higher education play a vital role in transforming the educational landscape, impacting both students' lives and Bharat's economy.

These trends, such as online learning, competency-based education, and alternative credentialing, offer students greater access, flexibility, and personalized learning experiences. Students can pursue education remotely, at their own pace, and acquire specific skills relevant to the job market. This expands learning opportunities, promotes lifelong learning, and enh For Bharat's economy, disruptive trends in education contribute to workforce development by equipping individuals with in-demand skills. A skilled workforce enhances productivity, innovation, and global competitiveness. Additionally, these trends support entrepreneurship and the creation of job opportunities, as individuals have access to knowledge and resources to start and grow businesses.

Disruptive trends also have the potential to positively impact

Bharat's economy by facilitating the export of educational services, diversifying the economy, and promoting inclusive education and employment opportunities. Furthermore, investments in digital infrastructure to support these trends foster overall digital development, benefiting other sectors of the economy.

However, the successful implementation and impact of these disruptive trends depend on factors such as digital literacy, equitable access to technology, and effective policies. Addressing these challenges is crucial to ensure that the benefits of disruptive trends in higher education are accessible to all students and contribute to Bharat's inclusive economic growth.

Overall, disruptive trends in higher education empower students, drive economic growth, and pave the way for a more accessible, innovative, and skill-oriented education system in Bharat.

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